

# ADVANCE<sup>ING</sup>

FACULTY PROGRAM

## NSF ADVANCE PAID Project Overview

Jenna Carpenter, Despina Davis, Patrick O'Neal

# NSF ADVANCE Program

---

- ▶ **Goal:** to develop systemic approaches to increase the representation and advancement of women in academic science and engineering careers and thereby help develop a more diverse science and engineering workforce.
- ▶ The National Science Foundation has awarded five rounds of ADVANCE grants.
- ▶ There are 3 types of grants:
  - ▶ **Institutional Transformation (IT)**
  - ▶ **Institutional Transformation Catalyst (IT-Catalyst)**
  - ▶ **Partnerships for Adaptation, Implementation, and Dissemination (PAID)**



# Our Project

---

- ▶ NSF ADVANCE PAID grant of \$736,500 over 4 Years
- ▶ College of Engineering and Science
- ▶ ADVANCEing Faculty Program
- ▶ Office for Women in Science and Engineering (OWISE)  
(<http://www.latech.edu/coes/owise>)

- ▶ Focus:
  - ▶ **Climate**
  - ▶ **Retention**
  - ▶ **Promotion & leadership**



# ADVANCEing Faculty Program

---

## Mentoring Program

### Goals:

1. To provide support for faculty related to career activities;
  2. To communicate institutional expectations in research, teaching and service; and
  3. To assist faculty in becoming better socialized in the broader college and university culture.
- 
- ▶ Training for mentors and mentees



# ADVANCEing Faculty Program

---

## Grant Writing Program

- ▶ **training seminars**
  - ▶ overview of the application and review processes for programs such as NSF, DOD, DOE and NIH
  - ▶ suggestions and tips for writing successful proposals
  - ▶ individual feedback on initial ideas
- ▶ **individual grant writing assistance**
- ▶ **pre-review of proposals from external experts**

**Participants commit to writing and submitting a proposal to a federal funding agency as a principal investigator.**

---



# ADVANCEing Faculty Program

---

## Monthly Faculty Lunch at the Ropp Program

Goal: to provide networking, news on upcoming programs & events, short, interactive mini-programs on professional development & leadership topics

### 2009-2010 Schedule

- ▶ September Faculty Lunch - Tuesday, September 22
- ▶ October Faculty Lunch - Tuesday, October 20
- ▶ December Faculty Lunch - Tuesday, December 15
- ▶ January Faculty Lunch - Thursday, January 21
- ▶ February Faculty Lunch - Tuesday, February 23
- ▶ March Faculty Lunch - Thursday, March 18
- ▶ April Faculty Lunch - Tuesday, April 20
- ▶ May Faculty Lunch - Thursday, May 13

**All lunches are scheduled for 12 noon - 1 p.m. in the Ropp Center.**

---



# ADVANCEing Faculty Program

---

## Distinguished Lectureship Program

Goal: bring senior women faculty to campus to

- ▶ **interact with faculty and students;**
- ▶ **network on issues related to research, teaching, and professional development; and**
- ▶ **serve as positive role models**

Each Lecturer will give 3/4 lectures (special seminars, course lectures, public lecture).

Proposals may be submitted to this program and must include a vitae of the proposed lecturer, a list of proposed lectures/seminars, and a description of other planned interactions with COES faculty and students.



# ADVANCEing Faculty Program

---

## **Executive Coaching Program**

Goal: assist faculty with professional and personal growth, academic and career guidance, and leadership development.

Interested faculty can apply to participate in a 2 - 3 session coaching program with a professional coach for women faculty and administrators.

The coach will provide performance- and career-related guidance, together with resources and feedback on how to best accomplish an identified vision, goals, plans and actions.

---





# ADVANCEing Faculty Program

---

## Career Networking Awards

Targets women who are building their research program or expanding their research into a new area.

Applicants must provide a clear proposal with goals & activities\* to increase exposure to senior colleagues who can serve as collaborators, role models and sponsors.

- \* **host a series of seminar speakers on specific research topics**
  - \* **organize a working group of collaborators to visit Tech & discuss potential collaborative research projects**
  - \* **travel to establish an ongoing relationship with a mentor at another institution**
  - \* **visit a series of potential collaborators to learn more about their research projects**
- 



# ADVANCEing Faculty Program

---

## Career Development Workshops

Up to 3 per year to focus on topics such as:

- ▶ communication
- ▶ negotiation
- ▶ leadership styles
- ▶ leading individuals, groups and organizations
- ▶ presentations
- ▶ managing others
- ▶ planning and facilitating a meeting
- ▶ delegation
- ▶ listening
- ▶ problem-solving

Career Development topics will also be incorporated into the mini-programs offered at the monthly Faculty Lunch program.



# ADVANCEing Faculty Program

---

## Training Modules for Administrators & Faculty

Offered in venues from brown bag lunch seminars to workshops to retreats. Topics to include:

- ▶ enhancing department climate
  - ▶ leadership development
  - ▶ departmental governance
  - ▶ faculty recruitment and hiring
  - ▶ managing a research laboratory
  - ▶ worklife balance
  - ▶ gender issues
  - ▶ negotiation
  - ▶ public speaking
  - ▶ social networks
  - ▶ self-promotion
- 



# ADVANCEing Faculty Program

---

## Women in STEM Awards Banquet

Held each spring to recognize accomplishments of women faculty and their supporters on campus. Awards will be given to recognize efforts such as:

- ▶ outstanding research (publication, funding success, patents, graduate students)
  - ▶ outstanding teaching (development of teaching materials, tools, courses)
  - ▶ outstanding service (significant participation in professional organizations, advisor roles, significant program service)
  - ▶ outstanding mentors and administrators who support mentoring efforts
- 



# ADVANCEing Faculty Information:

---

▶ Website:

<http://www.advance.latech.edu>

▶ Brochure

▶ Brief Interest Survey



**ADVANCE** ING  
**FACULTY PROGRAM**

Questions?

<http://www.advance.latech.edu>